



## Proposed Modifications to the Collective Agreement

2016 Bargaining between Bell Canada and Unifor

We recognize the talent of our Craft & Services employees in providing superior service delivery and in supporting high-end technologies for customers to maintain their edge in today's ever changing communication environment.

Our desire is to reach a negotiated agreement that ensures operational flexibility and maintains a competitive cost structure to allow us to continue being recognized by customers as Canada's leading communications company.

### Administration

- Resolve issues surrounding the use of video conferencing in the grievance procedure
- Seek support in addressing our client's increased demands for security clearances
- Adjust language to reflect the inclusion of Bell Aliant Regional Communication
- Review language throughout the agreement to address dated terminology and better reflect current practices
- Simplify sharing of work with former Aliant

### Employee Mobility

- Explore solutions geared towards removing barriers to employee mobility

### Compensation

- Review taking into account Bell's objectives and ability to compete

### Duration

- Four years; expiring November 30, 2020

Bell reserves the right to add, adjust or amend any of the items included in this document during the bargaining period.

September 15, 2016

